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APPROVAL OF UNDP ASSISTANCE TO A PROJECT OF NEPAL

IPF:(1992-96) $77 772 000

(NEP/92/030) - Assistance to the Ministry of General Administration (MGA) and the Administration Reforms Monitoring Committee (ARMC)

Date of approval:	27 January 1993
Expected duration:	One year
Proposed executing agency:	United Nations
Government implementing agency:	Ministry of General Administration (MGA)
Proposed UNDP contribution:	$ 649 500 Source of funds: IPF
Total UNDP budget:	$ 649 500

Project background

In the four decades of planned development efforts in Nepal, the country's development potential has been hampered not only by the dismal performance of its economy but also by an inefficient public administration. The civil service, in terms of its structure, institutional arrangements, processes and functions as well as number of personnel, has grown beyond the capacity of available resources. In addition, due to the prevalence of traditional administrative and economic structures, highly centralized authority and the lack of sufficient power at the local levels, it is under utilized and lacks motivation. All these have weakened the Government's institutional capability to effectively implement development programmes.

To ameliorate the situation, His Majesty's Government of Nepal (HMG) constituted in October 1992 a high-level Administrative Reforms Commission (ARC), under the chairmanship of the Prime Minister, to make recommendations for strengthening and improving public management capacity. Based on the Council's report which was submitted in April 1991, the HMG appointed an Administration Reforms Monitoring Committee (ARMC) to follow through the ARC's recommendations. The MGA has been assigned the responsibility to initiate, process and coordinate implementation of the recommendations pertaining to management improvement and civil service reform on a government-wide basis.

Under the project NEP/88/034, UNDP provided technical assistance to upgrade the capacity of the MGA for improving public administration. The project has created an overall consciousness for management improvement on a long-term basis. At the Tripartite Review meeting held on 17 June 1992 for NEP/88/034, the Government requested further UNDP assistance through a follow-up project which will obtain technical assistance support for civil service and administrative reforms as well as for the implementation of ARC's strategic recommendations concerning the MGA. Approval of this project will ensure continuity in the efforts to enhance MGA's capabilities.

Description of project

The development objective of the project is to bring about improvements in the operation of the civil service through the enhancement of the Government's capacity in implementing administrative reforms. The project is to provide direct assistance to the MGA and the ARMC to (1) restructure the civil service; (2) improve syllabus, testing technique and examinations of the Public Service Commission; and (3) enhance workforce planning and the setting of performance standards.

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Project activities will include: (a) conducting training of selected officials on functional reviews, occupational standards, performance improvement, management auditing, and workforce planning; (b) preparing and implementing on a pilot basis job descriptions for positions in selected groups in the civil service; (c) reviewing, improving and implementing performance evaluation systems; (d) reviewing, improving and pilot testing curricula and testing techniques used by the Public Service Commission for its examinations; and (e) undertaking management audits in selected government offices. At the end of the project, an adequate number of officials will have been trained in the targeted fields, occupational standards defined and job descriptions prepared for middle and higher levels in the selected groups, a performance evaluation system overhauled and in place, curricula and testing techniques improved, and management audits completed for selected government offices.

Inputs

UNDP will provide for the services of international experts on civil service restructuring and performance improvement (12 man-months), workforce planning and organization analysis (three man-months), testing techniques, curriculum and examination methods (three man-months), and on an unspecified field (3 man-months); 60 man-months of national consultants in the areas of data base management, personnel administration, performance standards, occupational groups, occupational standards, job descriptions, and management improvements; short-term skill-based training in specialised institutions abroad on job analysis, management audit, position classification, etc. as well as on recruiting and testing techniques; equipment including personal computers, three printers, a fax machine, softwares, a photocopy machine, and a landcruiser; travel, mission and miscellaneous costs.

The Government will establish and operationalize a Project Management Committee to be chaired by the MGA. A National Project Coordinator will be nominated by MGA to oversee the overall management of the project. The MGA, ARMC and PSC will assign suitable counterparts to the project at all levels. The Government will also provide office facilities and counterpart staff.

Financial data

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Personnel	338 000
Subcontract	250 000
Equipment	54 000
Miscellaneous	7 500
Total	649 500

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